

## **EXTERNAL DISCRIMINATION COMPLAINT OPTIONS**

**1423**

(No. 26 January 2013)

Although CAL FIRE maintains an internal EEO complaint process, an employee may also file EEO complaints with the Department of Fair Employment and Housing (DFEH) and/or the Equal Employment Opportunity Commission (EEOC).

The DFEH is a California State agency that is statutorily mandated to protect the people of California from employment, housing and public accommodations discrimination and hate violence pursuant to the California Fair Employment and Housing Act (FEHA), Unruh Civil Rights Act, Disabled Persons Act, and Ralph Civil Rights Act. DFEH complaints must be filed within one year of the alleged unlawful act.

The EEOC is responsible for enforcing federal EEO laws. EEOC complaints must be filed within 300 calendar days after the day the alleged unlawful act occurred.

Complaints filed with the DFEH or EEOC must identify CAL FIRE's point of contact as:

CAL FIRE  
Equal Employment Opportunity Officer  
P.O. Box 944246 Sacramento, CA 94244-2460

[\(see Next Section\)](#)

[\(see HB Table of Contents\)](#)

[\(see Forms or Forms Samples\)](#)